

DEPARTMENT OF PERSONNEL ADMINISTRATION

LABOR RELATIONS DIVISION

1515 "S" STREET, NORTH BUILDING, SUITE 400
SACRAMENTO, CA 95814-7243



April 26, 2007

Mr. Brooks Ellison
Chief Negotiator
CASE
2495 Natomas Park Drive, Suite 550
Sacramento, CA 95833

RE: Your letter regarding Negotiations pursuant to the Ralph C. Dills Act between the California Attorneys, Administrative Law Judges and Hearing Officers in State Employment (CASE) and the State of California (Sunshine Package)

Dear Mr. Ellison,

The California Attorneys, Administrative Law Judges and Hearing Officers in State Employment (CASE) submitted its initial bargaining proposal for Bargaining Unit 2 for State response and public comment on April 19, 2007.

As in previous years, the employer reserves the right to make additional proposals and will invite public review and comment on April 26, 2007.

Consistent with statutory requirements, the State is prepared to meet with CASE to begin negotiations.

Sincerely,

A handwritten signature in cursive script that reads "J. Sanders".

Jacquelyn Sanders
Labor Relations Officer

Attachment

State Sunshine Collective Bargaining Proposals
For Inclusion in the Agreement with the

Bargaining Unit 2

The State desires to negotiate provisions that consider the State's current fiscal situation, maintain spending within the State budget and ensures optimum public service. In order to accomplish these goals, the State will consider any proposal within scope, including but not limited to the following:

The State is prepared to negotiate salaries and other compensation issues that consider the labor market, the State's current fiscal situation and explores alternatives that keep spending within the State budget and maintains optimum public service.

The State is prepared to negotiate and will consider any and all alternatives in other compensation categories, such as recruitment/retention and pay differentials that consider the State's current fiscal situation.

The State is prepared to negotiate changes to health benefits which deal with the rising health care costs, takes into consideration the State's current fiscal situation, which may reduce the State's overall costs, provide quality health care to employees and their dependents, and encourages the State work force to aggressively pursue healthy lifestyles.

With respect to the State retirement program, the employer is committed to reviewing the structuring the retirement benefit formulas and the distribution of the contributions toward retirement benefits; further, the State is prepared to consider any proposal that may reduce costs and considers the State's current fiscal situation.

The State is prepared to review and entertain proposals that ensure the hours of work provision is consistent with the management rights clause and the fair labor standards act.

The State reserves the right to add, modify, delete or otherwise change proposals during the course of negotiations.